

SEMINOLE COUNTY GOVERNMENT AGENDA MEMORANDUM

SUBJECT: RFP-600209-07/BJC - Employee Benefits: Group Medical Benefits, Voluntary Dental, Voluntary Cancer Plan, Voluntary Short Term Disability, COBRA Administration and FSA Administration (Ray Hooper)

DEPARTMENT: Administrative Services

DIVISION: Purchasing and Contracts

AUTHORIZED BY: Frank Raymond

CONTACT: Betsy Cohen

EXT: 7112

MOTION/RECOMMENDATION:

Award RFP-600209-07/BJC - Employee Benefits: Group Medical Benefits, Voluntary Dental, Voluntary Cancer Plan, Voluntary Short Term Disability, COBRA Administration and FSA Administration as follows:

Group Medical Benefits to United Healthcare, Maitland - (Schedule 3);
Voluntary Dental to _____;
Voluntary Cancer Plan to KMG America Corporation, Lancaster, SC;
Voluntary Short Term Disability to KMG America Corporation, Lancaster, SC;
COBRA Administration to United Healthcare, Maitland; and
FSA Administration to United Healthcare, Maitland

County-wide

Ray Hooper

BACKGROUND:

RFP-600209-07/BJC will provide for Employee Benefits: Group Medical Benefits, Voluntary Dental, Voluntary Cancer Plan, Voluntary Short Term Disability, COBRA Administration and FSA Administration. Seminole County Government includes 2887 full-time covered employees and retirees of Seminole County Board of County Commissioners, Sheriff, Tax Collector, Property Appraiser, Clerk of the Court, Supervisor of Elections and Port Authority, is seeking proposals for health coverage, voluntary dental, voluntary STD, cancer, FSA administration and Cobra administration. The goal is to assure that Seminole County Government employees and dependents are offered the most comprehensive and cost effective plans available in the market. The effective date for all lines of coverage is January 1, 2008. Seminole County Government requested benefits that matched their current plans as closely as possible. Proposers were allowed to submit one alternative for the requested lines of coverage only. The County has had long-term relationships with their current carriers and desires to implement plans that can continue to serve them for several years. Multiple year rate guarantees were requested. The project was publicly advertised and the County received the following submittals:

Coverage	Health	Dental	Cancer	STD	F
Carriers	UHC	Standard Humana	Allstate	Professional Benefits	U

		(Offering a Safeguard Plan)		Plans	
	BCBS	BCBS	Professional Benefit Plans	KMG	C
	Humana	Starmark	KMG		P B P
		Safeguard			B
		Delta Dental			H
		Comp Benefits			A

The Evaluation Committee which consisted of Tish Callahan, Administration/Administrative Services Department; Janet Davis, Human Resources Department Director; Don Fisher, Deputy County Manager; Wendy Garrett, Risk Management Office/Administrative Services Department; Steve Howard, Administrative Services Department Director; Meloney Lung, Manager, Administrative Services Department; Eileen Long, Seminole County Sheriff's Office; Theresa Macek, Clerk of the Court; and Andria Herr, AGIS, Consultant for Seminole County evaluated the submittals. Consideration was given to the proposed network, access to care, financial proposal, administration and customer service, contract considerations, benefits and account management. Best and final offers were requested from United Healthcare and Blue Cross and Blue Shields of Florida for the health coverage.

Findings and evaluations from the Evaluation Committee were presented to the Executive Committee. The Executive Committee which is comprised of Commissioner Bob Dallari; Commissioner Micheal McLean; Commissioner Carlton D.

Henley; Cynthia Coto, County Manager; Don Fisher, Deputy County Manager; and Steve Howard, Director, Administrative Services Department.

STAFF RECOMMENDATION:

Staff recommends award of RFP-600209-07/BJC - Employee Benefits: Group Medical Benefits, Voluntary Dental, Voluntary Cancer Plan, Voluntary Short Term Disability, COBRA Administration and FSA Administration as follows:

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Voluntary Dental to _____;
Voluntary Cancer Plan to KMG America Corporation, Lancaster, SC;
Voluntary Short Term Disability to KMG America Corporation, Lancaster, SC;
COBRA Administration to United Healthcare, Maitland; and
FSA Administration to United Healthcare, Maitland

Additionally Reviewed By:

County Attorney Review

Draft Created on 9/12/2007 12:12:34 PM by Cynthia Coto